

Sample Three-Year Implementation Plan for Building Leaders

This chart helps school district and building leaders successfully implement Educator Effectiveness (EE) over a three-year period for mandated educators.

- 1. This chart assumes districts conduct Effectiveness Cycles in accordance with the minimums established in statute. Districts may choose to formally evaluate educators more frequently than this chart indicates (for instance, districts may decide to evaluate new teachers each year in their first three years.)
- Non-mandated educators are not included on this chart. Districts should follow local protocols for evaluating non-mandated educators. For more information on identifying educators mandated to be included, please refer to the DPI Decision Making Flowchart
- Educators may gather, analyze, and store evidence of practices during supporting years that informs the evaluation process during the Summary year.
- 4. Evaluators will conduct a minimum of one (1) announced observation during the Summary year, although peers may conduct formative observations during supporting years to facilitate ongoing professional development. Three to five (3-5) mini-observations can be spread out between Supporting and Summary years, as long as at least two (2) miniobservations are conducted during the Summary year.
- An educator will still complete an EEP that contains one (1) SLO and one (1) PPG annually.
- Each educator will self-score his or her SLO at the end of the year (or interval, if SLO process is shorter than a full school year).

Abbreviations:

EE: Educator Effectiveness EEP: Educator Effectiveness Plan PPG: Professional Performance Goal SLO: Student/School Learning Outcome Goal SY: School Year

Approximately

Mandated

For more information about Wisconsin's Educator Effectiveness System, please visit the website at: ee.dpi.wi.gov

Revised June 2014

2016-17 School Year 2014-15 School Year 2015-16 School Year 2017-18 School Year One complete three-year cycle Next cycle begins... **Summary Year Summary Year** Supporting Year Supporting Year Who: Who: Who: Who: Mandated veteran educators who are scheduled to be Mandated veteran educators who are scheduled to be All 2014-15 new-to-the-district mandated educators All 2017-18 new-to-the-district mandated All mandated veteran educators who are scheduled to evaluated during the 2017-18 SY evaluated during the 2017-18 SY educators Approximately 1/3 of the Mandated veteran educators who are scheduled be evaluated during the 2014-15 SY Educators to be evaluated during the 2017-18 SY Volunteer teacher leaders who are willing to go Educators in this group will: Educators in this group will: through the Effectiveness Cycle and model for/mentor • Start their new Effectiveness Cycle this year. • Continue work on their Effectiveness Cycle this year. Serve as mentors and/or provide support to the educators Educators in this group will: Serve as mentors and/or provide support to the educators in the 2016-17 Summary year group. in the 2015-16 Summary year group. Create an EEP that contains a minimum of one (1) **Educators in this group will:** Create an EEP that contains a minimum of one (1) SLO and Create an EEP that contains a minimum of one (1) SLO SLO and one (1) PPG. New staff members present Create an EEP that contains a minimum of one (1) SLO one (1) PPG. and one (1) PPG. evidence from minimum of one (1) SLO goal Mandated (current year). Veteran staff members present May participate in peer observations and coaching for May participate in peer observations and coaching for and one (1) PPG evidence from multiple SLOs. components in Domains 2 and 3. components in Domains 2 and 3. 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Complete their Effectiveness Cycle by the end of the Supporting Year **Supporting Year Summary Year Supporting Year** Who: Who: Who: Who: Veteran educators who are scheduled to be evaluated Veteran educators who are scheduled to be evaluated All 2016-17 new-to-the-district mandated educators Veteran educators who are scheduled to be of the during the 2016-17 SY who are not already part of the during the 2016-17 SY who are not already part of the evaluated during the 2019-20 SY All mandated veteran educators who are scheduled to Educators 2014-15 Summary year group 2015-16 Summary year group be evaluated during the 2016-17 SY Educators in this group will: 1/3 Educators in this group will: **Educators in this group will:** Educators in this group will: Start their new Effectiveness Cycle this year. Start their Effectiveness Cycle this year. Continue work on their Effectiveness Cycle this year. Create an EEP that contains a minimum of one (1)

- Create an EEP that contains a minimum of one (1) SLO and one (1) PPG.
- May participate in peer observations and coaching for components in Domains 2 and 3.
- May participate in mini-observations by the evaluator which add to the body of evidence for components in Domains 2 and 3 for the Summary year.
- Gather and analyze evidence of practice in support of components in Domains 1 and 4, which can be submitted at any time during the Effectiveness Cycle.
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- Create an EEP that contains a minimum of one (1) SLO and one (1) PPG. New staff members present evidence from minimum of one (1) SLO goal (current year). Veteran staff members present evidence from multiple SLOs.
- Participate in a minimum of one (1) announced observation and between three and five (3-5) miniobservations to gather evidence for components in Domains 2 and 3.
- Gather, analyze, and submit evidence of practice in support of components in Domains 1 and 4.
- Complete their Effectiveness Cycle by the end of the school year.

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